

Nursing & Allied Health Dept

Essential Function Policy

The nursing candidate/student must be able to possess/perform these essential functions to qualify for admission into any of the nursing programs, i.e., Certified Nursing Assistant/Certified Home Health Aide, Emergency Medical Technician, Licensed Vocational Nursing, or Registered Nursing. Possession/performance of essential functions is a requirement for every nursing content course as a requirement for course completion and graduation from the designated nursing program. Reasonable accommodation will be provided to the student, unless the accommodation still limits the student's ability to meet the objectives or the competencies of the program, and is not consistent with employment standards or meets the minimum competencies outlined by the Department of Health Services, the Board of Licensed Vocational Nursing, or the Board of Registered Nursing. The nursing faculty grants accommodations in the classroom setting, but these same accommodations cannot be given in the clinical performance setting. Every nursing course is comprised of both a theory and a clinical portion. Each student must meet the objectives/competencies of both these facets of the required courses in the respective programs.

PLEASE NOTE: THE LICENSING BOARDS IN CALIFORNIA DO NOT PERMIT LIMITED LICENSURE.

The following are considered to be essential functions for program entry, progression, and completion of any of the nursing programs.

In compliance with the American Disability Act, students admitted to the nursing programs must be, with reasonable accommodations, physically and mentally capable of performing the essential functions of the program in the classroom, skills lab, and clinical setting.

The essential functions listed are not intended as a complete listing, but a sample of the types of abilities needed by the nursing student, in order to meet the program objectives and requirements.

Please refer to the College Catalog for further information on the ADA policy.

Physical Demands:

- Possess the ability for extremely heavy effort (lift/carry 50 lbs. or more).
- Perform prolonged, extensive, or considerable standing/walking, lifting, positioning, pushing, and/or transferring patients.
- Perform considerable reaching, stooping, bending, kneeling, and crouching.
- Possess the ability to perform fine motor movements with hands and fingers.

Sensory Demands:

- Distance vision: ability to see clearly 20 feet or more*
 - Near vision: ability to see clearly 20 inches or less*
 - Depth perception: ability to judge distance and space relationships*
 - Color vision: ability to distinguish and identify colors.
 - Hearing: able to recognize a full range of tones*
- *may be corrected with adaptive devices

Cognitive Demands:

- Transfer knowledge from one situation to another.
- Process information.
- Problem solve.
- Prioritize tasks.
- Utilize long and short-term memory.
- Identify cause and effect relationships.
- Sequence information.

Mental Demands:

- Ability to function in a busy environment with shifting and evolving priorities.
- Subject to varying and unpredictable situations.
- Occasional pressure, due to multiple calls and inquiries.
- Subject to many interruptions.
- Handles emergency or crisis situation(s).
- Ability to continuously communicate verbally and mentally.
- Stable emotional makeup required in fast-paced environments with frequent interruptions.

Working Conditions:

- May be exposed to infectious and contagious diseases, without prior notification.
- Regularly exposed to the risk of blood borne diseases.
- Exposed to hazardous agents, body fluids, and wastes.
- Exposed to odorous chemicals and specimens.
- Subject to hazards of flammable, explosive gases.
- Subject to burns and cuts.
- Contact with patients having different religious, culture, ethnicity, race, sexual orientation, psychological, and physical disabilities, and under a wide variety of circumstances.
- Handle emergency or crisis situations.
- Subject to many interruptions.
- Requires judgment/action sufficient to prevent harm, injury, or death of a patient.
- Exposed to products containing latex.

English Language Skills:

Although proficiency in English is not a criteria for admission into the nursing program, students must be able to speak, receive, write, and read English to satisfactorily complete classes and to ensure safety of themselves and others.

Learning Disabilities:

If any student has been diagnosed and documented with a disability, faculty must be notified. The department is willing to meet any reasonable request for accommodation. However, the responsibility remains with the student to provide relevant and recent written documentation from the DSPS, that such a disability exists, as well as all recommendations by the DSPS for helping the student.